Using information to improve allocation and management of HRH: the Zambia optimization model

Ministry of Health, Zambia

Challenges

Zambia has a large land area but a relatively small population (12.9 million), which inquality of access to health services in the rural areas. Zambia has 7 healthcare workers per 10,000 in the rural areas but 15.9 healthcare workers per 10,000 in the urban areas. The average vacancy rate is 61% among public sector doctors, nurses, clinical officers and midwives. A major contributor to the HRH crisis is the inability to train enough staff. This is primarily due to financial constraints.

Outcomes

The Optimization Model provides data for every level of the health sector. At the aggregate level it provides vacancy rates and target staffing levels for HRH at national, provincial and district levels. It identifies the need to improve data management in order to align with Ministry of Health (MoH) priorities?

Conclusions

Although it is too early to measure the impact of the model, it is expected to contribute to improved access to health-care services in areas where health care is currently suboptimal. The model will help to identify disparities, to prioritize areas for investment, and to reduce disparity. Ultimately, the model will help to identify areas with high vacancy rates and to prioritize areas for investment.

Project description

In 2006-2010, the Zambia implemented its HRH Strategic Plan. The plan identified the need to improve data management in order to align with Ministry of Health priorities and to enhance decision-making and evidence-based decision-making and enhance evidence-based decision-making.

Source: PMEC Data May 2009 and Workforce Optimization Model

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